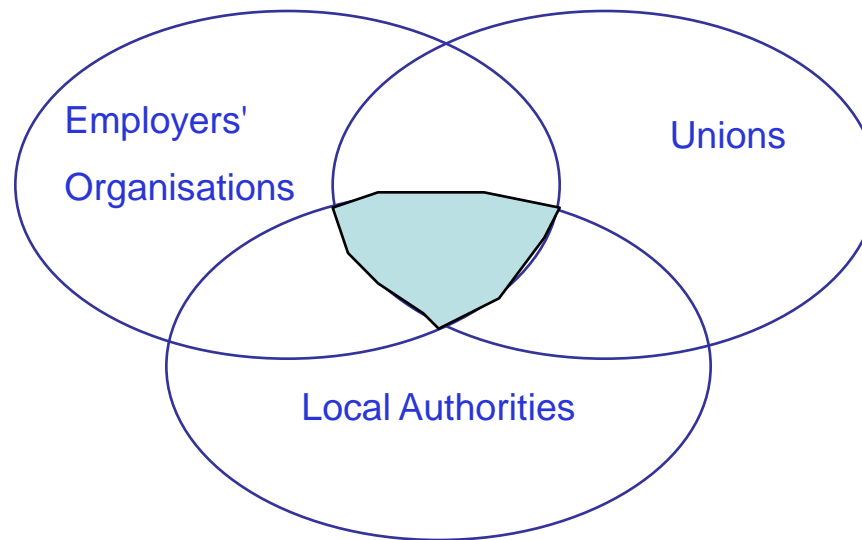




"Upgrading the Skills of the Current Labour
Force"

Introduction

RESOC Leuven: regional socio-economic committee



- ◆ Consultation between partners leading to formal recommendations to the national and regional government
- ◆ Design of a charter identifying the socio-economic priorities for the region
- ◆ Initiating actions within framework of charter

Vlaams-Brabant : central region



Some facts...

The region :

- knowledge region
- near Brussels and international airport
- importance of service sector (health, education, ...)
- ageing population and ageing workforce
- low employment rate +50
- relatively low unemployment rate
- people who are still unemployed: very vulnerable group
- many vacant jobs (ingeneers, nurses, cleaning staff,...)

Some issues...

- jobs cannot be filled
 - lack of (right) qualifications
 - bad working conditions: hours, wages, nature of job, ...
 - unfulfilled preconditions for employment (mobility/child care/...)
 - insufficient language knowledge
 - ...
- group of people remain excluded from labour market
- mismatch labour supply and demand, labour shortage
- gap educational system and labour market
- danger of two-speed economy

Priorities (among others)

determined by RESOC Leuven in charter

- integration of disadvantaged groups
- investment in human capital to maintain status of knowledge region and to be able to apply knowledge
- stimulate entrepreneurship
- link educational system and labour market
- development of competence and diversity management
- stimulate interregional mobility

Basic principles

- analysis of local needs
- integral approach
- facilitate cooperation
- bring together relevant partners
- complementarity of partners and actions is important
- supply enhancing and demand driven approach

Actions

Diversity management

- project developers within RESOC Leuven
- target groups: disabled, immigrants, older people
- start from local needs
- support companies in developing diversity management
- interface projects
- working on generic skills
- actions: mentorship, design of competence profiles, design of specific training programs, ...
- input and feedback by (social) partners

Some more actions...

- united colours of nursing
- IQ EQ = VQ
- bouwpool (construction sector)
- learning networks (engineering and entrepreneurship, competence-based management,...)
- RTC Vlaams-Brabant
- tender for 'enhancement of competences' project
- youth employment plan
- ...

Conclusion

- knowledge of local needs / opportunities necessary
- create broad support
- long-term strategy
- cooperation and tuning, avoid duplication
- skill upgrading:
 - supply enhancing and demand driven
 - not only directly job related
- integration of all talent